



BUDGET MEMO #33

DATE: April 22, 2013

TO: The Honorable Mayor and Members of the City Council

FROM: Sara Sharp, Personnel Director

THROUGH: Robert Sisson, City Manager *rls*

SUBJECT: Compensation adjustments for Northern Virginia jurisdictions FY '08 – '14

Fiscal Year	Alexandria	Arlington	City of Fairfax	Fairfax County	Falls Church	Herndon	Manassas	Vienna
07/08	Merit funded*; 1.5% COLA	2.5% Merit; 1.5% COLA	Merit funded; 2.85% COLA	2.92% Merit; Public Safety merit funded		4.5% pay for performance; 5% merit – Police		New pay scale implemented
08/09	Merit funded; \$500 pay supplement (bonus); 2% top of grade bonus	2.5% Merit; \$500 lump sum (all employees)	Merit funded; 2% COLA	2.96% Merit; Public Safety merit funded		3.75% pay for performance; 5% merit – Police		1.5% market adjustment; Merit funded**
09/10	0	1% COLA	1.75% COLA	0	0	0		½ step merit funded
10/11	Merit funded	2.5% Merit; 2% lump sum (employees at range maximum)	0	0	0	0	0	0
11/12	Merit funded	2.5% Merit; 1% lump sum (employees at range maximum)	1.75% COLA effective 01/01/12	2% salary increase effective 09/24/11	\$1,800 across the board lump sum	2.5% COLA	2.25% merit	Merit steps funded
12/13	Merit funded; 2.3% top of grade bonus (Public Safety only)	2.75% Merit; 2.3 % COLA	3.5% merit – general; 5% merit – public safety; 1% COLA	2.18% Merit; 2.5% salary increase effective 01/01/13; Public Safety merit funded	5.5% across the board salary increase	2% COLA; 2.5% merit – Police	2.5% merit	2% market adjustment
13/14 proposed	Merit funded; 2.3% top of grade bonus	2.75% Merit	0	0	3% across the board salary increase	0	2% merit	Merit steps funded

*Alexandria's steps vary from 5% at the beginning of the range to 2.3% at the top of the range.

** Vienna has 3.3% steps.